Food and Agriculture Organization of the United Nations

FRAMEWORK FOR ENVIRONMENTAL AND SOCIAL MANAGEMENT GUIDANCE NOTE

ENVIRONMENTAL AND SOCIAL STANDARD (ESS) 6: GENDER EQUALITY AND PREVENTION OF GENDER-BASED VIOLENCE

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FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

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Abbreviations

CGA	Country Gender Assessment
CPF	Country Programme Framework
ESOP	Environmental and Social Operational Pillar
ESS	Environmental and Social Standard
ESS	Environmental and Social Standards
FAO	Food and Agriculture Organization of the United Nations
FESM	Framework for Environmental and Social Management
GBV	Gender-based Violence
GCF	Green Climate Fund
GEF	Global Environment Facility
SEAH	Sexual Exploitation, Abuse and Harassment

1. Introduction

Environmental and Social Standard (ESS) 6 – Gender equality and prevention of gender-based violence – aims to ensure that projects by the Food and Agriculture Organization of the United Nations (FAO) are designed and implemented in a gender-responsive way, and do not create new or exacerbate existing gender inequalities and discrimination. By complying with the requirements of the standard, projects can proactively support the achievement of the gender equality objectives of FAO's mandate, as per the Organization's corporate Policy on Gender Equality.

This note provides specific guidance on how to fulfil the requirements of ESS 6, to support the design and implementation of gender-responsive projects.

Section 2 of this guidance note provides an understanding of the basics of ESS 6 and an overview of FAO's Policy on Gender Equality. It lays out the Organization's gender equality objectives, as well as the concepts and approaches it has adopted to address gender-based violence (GBV), including sexual exploitation, abuse and harassment (SEAH). The section also presents the objectives of ESS 6 and its scope of application.

Section 3 provides guidance on how to screen projects' risks and impacts in terms of gender equality and GBV, as required by the Framework for Environmental and Social Management (FESM) and its environmental and social risk screening checklist. It also indicates how gender issues are embedded in the other environmental and social standards and in the operational pillars of the FESM. The section further outlines how to use the results of the gender analysis to embed gender mainstreaming in the project cycle, with references to key FAO institutional instruments and processes.

Section 4 discusses key issues related to each of the specific requirements of ESS 6. It outlines the standard's minimum requirements and provides tailored guidance on how to comply with them, including with the principle of zero tolerance for sexual exploitation, sexual abuse and sexual harassment, each of which constitutes a form of GBV that may occur in connection with FAO-supported activities.

2. Background and basics of ESS 6

2.1. Background

ESS 6 recognizes that persisting inequalities between women and men are not only an unacceptable violation of human rights, but also a major obstacle to sustainable agriculture and rural development. ESS 6 is aligned with the programming principles identified by the United Nations Development Cooperation Framework (human rights, gender equality and women's empowerment; sustainability and resilience; and accountability), as well as with the overarching principle of "leaving no one behind" of the 2030 Agenda, which unifies all programming efforts by the United Nations.

ESS 6 is anchored in FAO's corporate Policy on Gender Equality 2020–2023 (FAO, 2013a), which includes the following four gender equality objectives:

- equal voice and decision-making for men and women in rural institutions and organizations;
- equal rights and access to productive and natural resources;
- equal rights and access to services, markets and decent work, and control over the income resulting from their work; and
- reduction of women's work burden and time poverty.

The Policy on Gender Equality identifies a set of minimum standards for gender mainstreaming that ensure that gender dimensions are adequately addressed in all organizational functions, including in project design and implementation. In alignment with the policy, ESS 6 requires all FAO staff to carry out risk assessments during the project design phase, to avoid or mitigate any negative impacts that a project may induce.

2.2. Objectives

ESS 6 provides a framework and tools to address gender inequalities and ensure that both women and men (regardless of their age and socioeconomic conditions) can equally access and enjoy the benefits of a programme or project. More specifically, ESS 6 aims to:

- promote women and girls' participation and leadership in local institutions and rural organizations, which are an important vehicle for informed decision-making;
- make sure that both women and men are provided with equal access to and control over key agricultural and natural resources (e.g. land, water, livestock, equipment, seeds and fertilizers). Just like men, women who work as agricultural producers, entrepreneurs and value chain actors depend on these resources to increase their productivity and to reap the benefits of their work;
- ensure equal access to agricultural support services (i.e. advisory, financial or business development services) to overcome the existing gender gap and facilitate women's uptake of technologies and practices;
- provide equal access to markets and decent employment opportunities, both on and off the farm, to ensure income opportunities for all, and preserve individual rights to fair treatment;
- avoid or minimize the risk that an intervention inadvertently increases women's work burden and time poverty, as these affect women's freedom of choice and well-being;

- avoid or minimize the risk to repeat or reinforce discriminatory social norms and attitudes that undermine women's position and decision-making power from the household to the institutional level;
- strengthen capacities to prevent, mitigate and respond to GBV and abuse that may occur in connection with FAO-supported activities;
- prevent and minimize unintended negative effects that can increase vulnerability and exposure to GBV and heighten tension between the sexes. Ensure the proper and timely referral to relevant services of reported cases of GBV and other abuse (including sexual exploitation and abuse that may occur in connection with FAO-supported activities).

2.3. Scope of application

ESS 6 applies to all programmes and projects supported by FAO. Whether or not ESS 6 applies is determined during the environmental and social screening.

2.4. FAO's Policy on Gender Equality

FAO seeks to identify and address any risk of exposure to GBV and other abuses that may occur in connection with any of the activities it supports. This includes a zero-tolerance policy for sexual exploitation and abuse involving FAO personnel, as well as personnel of implementing partners and responsible parties.[1] Sexual exploitation and abuse and harassment (SEAH) represents a fundamental failure of protection. It harms those who FAO is mandated to protect and jeopardizes the reputation of the Organization. FAO is committed to protecting vulnerable populations from SEAH at the hands of FAO staff and implementing partners.

FAO requires that appropriate prevention and response measures are adopted to prevent and respond effectively to GBV. Measures to prevent and address the potential exposure of project-affected people to GBV include the screening of personnel, the provision of training on the prevention of and response to GBV, the development of effective reporting and response protocols, referral mechanisms to safe and confidential survivor assistance, and prompt investigation of allegations of GBV related to project activities.

2.5. Gender equality and gender-based violence prevention

Gender equality is central to FAO's mandate to achieve food security for all by raising the levels of nutrition, improving agricultural productivity and natural resource management and better the lives of rural populations. FAO can achieve its goals only if it simultaneously works towards gender equality and female socioeconomic empowerment, considering women's diverse roles in agriculture, food security and rural development. Gender equality is both an essential element of the achievement of FAO's mandate and a basic human right. Women and men often have different access to and control

[1] For more information, see

- FAO. 2020. *FAO Policy on Gender Equality 2020–2030*. Rome. http://www.fao.org/3/cb1583en/CB1583EN.pdf
- FAO. 2023. *The status of women in agrifood systems*. Rome. https://doi.org/10.4060/cc5343en

over productive resources, services, institutions and decent employment, and different levels of decision-making power.

Figure 1. Gender mainstreaming in the FAO project cycle

Project Cycle Phases	Integration of Gender Perspective
1. Identification Define the problem and identify solutions Result: Project Proposal/Concept Note	**Stakeholder analysis**: Consult male and female stakeholders and local institutions. Establish how a problem or issue affects different stakeholders and the view of men and women what will contribute to solving their problems. ESRM: Risk Assessment: (ESS) 8: Gender Equality Assign **Gender Marker**
2. Formulation Define Impact and outcomes, outputs and activities, including a logframe and budget Result: Project Document, including logframe and budget	**Gender analysis**: Generate insights on how the project can: - Contribute to men and women's equitable access to resources, food and nutrition and increase gender equality. - Benefit both women and men by addressing their different needs and capacities. **Setting priorities**: Address the gender implications in the formulation of the expected Impact, outcomes and outputs, complemented by gender-sensitive indicators. If a problem severely affects women, ensure a specific outcome, output and activities are included to address their specific constraints. **Institutional assessment**: Identify gender capacity gaps. **Budget**: Allocate sufficient human and financial resources to ensure women's participation and benefits.
3. Appraisal and approval Assess the project based on quality criteria (by PPRC) Result: Approval	**Appraise the project on Gender Equality Criteria**: The project: 1) takes into consideration the priorities, opportunities, needs, constrains and knowledge of both women and men, as identified by the gender and stakeholder analysis 2. includes activities and outputs that address gender inequalities and aims to ensure equal benefits for women and men.
4. Implementation Implement the project according to proposed work plan and budget Result: Base-line and Progress reports Mid-Term review	**Build on/continue/instigate a baseline survey** with a social and gender focus **Capacity development:** Develop the gender capacity and raise gender awareness among the project staff and relevant partners involved in the implementation. **M&E**: The collection and analysis of **sex-disaggregated data** for Monitoring and evaluation to track implementation progress, and participatory monitoring involving both women and men. **Adapt**: implement changes or add new activities, if corrective measures are needed.
5. Evaluation Document progress at the end of the project, results achieved and impact Result: Evaluation Report	**Analyse and document**: progress achieved at the end of the implementation phase, the project's strengths and weaknesses and the differential effects and potential long- term impacts of the project on women and men.
6. Project Closure Result: Completion Report	**Capture lessons learnt**: regarding the benefits of mainstreaming gender for the sustainability of the project outcomes and impact: balance score card. **Disseminate gender-related lessons** learned since these are of great value for new projects.

Source: FAO. 2017. *Guide to mainstreaming gender in FAO's project cycle*. Rome. Internal document.

In many countries, the agriculture sector is underperforming, and one reason for this situation is that women do not have equal access to the resources and opportunities they need to be more productive. Women also allocate time differently and have their own needs and priorities. It is essential that these differences between men and women are adequately identified in each project phase, and that gender issues are addressed from the very start of and throughout the project cycle. FAO's project cycle can be broadly broken down into the following elements (FAO, 2017) :
(i) identification; (ii) formulation; (iii) appraisal and approval; (iv) implementation and monitoring; (v) evaluation; and (vi) closure (see Figure 1).

It is crucial that women and men are provided with equal opportunities to participate in and influence decision-making throughout the identification, design, implementation, monitoring and evaluation of project or programme activities. Projects/programmes must be designed based on a solid understanding of the local sociocultural context and conduct a gender analysis prior to or during project formulation/inception.

Gender analysis serves to identify the specific roles, responsibilities, needs and priorities of men and women, as well as existing risks of GBV. It also assesses the potential risks, benefits and impacts of the project on different population groups and, and to establish a baseline with sex-disaggregated data to monitor whether, during implementation, the intervention has unintended gender-differentiated impacts and/or is achieving its expected gender-related results and impacts.[2]

[2] For more details on how to embed gender mainstreaming throughout the FAO project-cycle, please see FAO. 2017. *Guide to mainstreaming gender in the FAO project cycle*. Rome. Internal document.

3. Identifying ESS 6 risks: screening and assessment

3.1. Assessing gender risks

Effective screening is the first and most fundamental step in the design of a streamlined and productive assessment and mitigation procedure. Screening is essential to avoid or minimize impacts related to gender equality and GBV at an early stage of the project lifecycle. First, it must be determined whether the programme or project is likely to have gender-related impacts, and therefore whether ESS 6 is relevant. This initial assessment begins during project formulation with the compilation of FAO's Environmental and Social Risk Screening Checklist, followed by an assessment of the project's potential to (unintentionally) generate or contribute to direct or indirect gender-related impacts (e.g. induced or cumulative impacts, or as a result of associated facilities/activities).

The assessment should focus on the following risk issues:

- gender-based discrimination against women or other groups with regard to access to the resources, services or benefits provided by the project, and to participation in planned activities;
- the unintended creation, exacerbation or perpetuation of gender-related inequalities;
- adverse impacts on the livelihoods and rights of women and girls, including restrictions on their ability to use, develop or protect natural resources, taking into account the different roles and responsibilities of women and men in accessing natural resources, goods and services;
- Protection risks related to GBV, including SEAH;
- heightened SEA risk contexts (e.g. situations of mass displacement or forced land acquisition, or local social norms) in which SEA is accepted, and which may predispose partners and/or staff to question or ignore the Organization's zero-tolerance policy. Activities that pose higher risks of SEAH are those that:
    a) take place in high-risk environments, such as camps and shelters;
    b) require the implementing partner to have direct contact with children; and/or
    c) take place in environments where SEAH has occurred in the past and/or where GBV is prevalent.

The FESM screening may not allow a full understanding of potential gender-related risks, given that it is a desk-based exercise and that understanding gender relations and potential impacts of project activities requires knowledge of the project context. Another common concern is that GBV often goes underreported, particularly when project formulators are not very familiar with the project target area.

3.2. Gender considerations across the FESM

Although the FESM includes a specific standard on gender equality and GBV-prevention, programmes and projects should take into account the cross-cutting nature of gender considerations throughout all of the environmental and social standards and operational pillars (ESOP) of the FESM, as shown in Table 1.

Table 1. Gender considerations within the environmental and social standards/operational pillars of the FESM

Environmental and social standard/ operational pillar	Gender considerations that require particular attention
ESOP 1: Screening, assessment and management of environmental and social risks and impacts	Differences in the impacts of the project/programme on men and women, because of their different activities, livelihoods, household tasks, etc. Barriers faced by women to benefit from the project's results and activities, due to lower education levels, less time availability, mobility restrictions, lower access to information and networks, less decision-making power and limited participation. Screening should also recognize the nature and magnitude of potential risks, including those in sudden-onset or chronic emergency situations.
ESOP 2: Stakeholder engagement, information disclosure, grievance, conflict resolution and accountability mechanisms	Challenges faced by women to participate in consultations due to lower education levels, less time availability, mobility restrictions, lower access to information, language barriers, less decision-making power, limited participation and safety problems. The inclusion of stakeholders representing women's interests and views, including local and international women's groups and groups representing youth, older people, minorities, Indigenous Peoples, etc. Meaningful engagement with stakeholders, which includes access to timely and user-oriented information and to victim-centred grievance mechanisms. Note that FAO is formally required to implement the United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse. Confidentiality: the safety of complainants should always be a primary consideration during the reporting and investigation of GBV, as well as thereafter. Complaint and grievance redress mechanisms must consider the potential dangers and risks to all parties, including survivors of GBV, and incorporate mechanisms to prevent further harm. Such mechanisms should include confidential complaint mechanisms and confidential data storage systems, which have been demonstrated to lower the risk of non-disclosure and of harm to GBV complainants.
ESS 1: Biodiversity conservation and sustainable management of living natural resources	The different roles and knowledge of men and women in biodiversity conservation and management. The different impacts of the loss of biodiversity on men and women, resulting from the use of the same resource for different purposes or of different natural resources (e.g. women's use of forestry products for family health, food security, etc.). Ways to ensure women's equal participation in consultation and decision-making processes regarding (local) natural resources management. Equal opportunities for men and women to access jobs, participate in training (e.g. as part of conservation schemes), engage in ecotourism and benefit from payments for environmental services.
ESS 2: Resource efficiency and pollution prevention and management	Differentiated effects of pollution (e.g. teratogens) on women of reproductive age, including, but not limited to, pregnant women and breastfeeding mothers and their children.
ESS 3: Climate change and disaster risk reduction	Differences in the vulnerability and adaptive capacities to climate risks and disasters (including those resulting from climate change) of women, children and youth, as compared to those of men. Existing gender inequalities that may be exacerbated by the impacts of climate change in the project/programme area. Projects should assess how existing inequalities affect men's and women's capacities to adapt to climate change, and evaluate the gender implications of the uptake of innovative technologies and practices.

Environmental and social standard/ operational pillar	Gender considerations that require particular attention
ESS 4: Decent work	Harassment of female workers, including sexual harassment. Subtle discrimination against pregnant workers and breastfeeding mothers. Invisible girl child labour (e.g. domestic work) and higher vulnerability to GBV. Conditions of female workers in the weakest links of agrifood chains (subcontracting, outsourcing, homework, informal arrangements, etc.) Vulnerability to and risks of GBV (and other forms of abuse, such as women/human trafficking) for migrant domestic workers. Gender-unbalanced outcomes of retrenchment processes. Projects should promote decent work and strengthen provisions to prevent and deal with GBV, including the prevention of sexual exploitation and abuse.
ESS 5: Community health, safety and security	Men and women's differentiated exposure to health risks as a result of their different socioeconomic conditions and roles and responsibilities in different activities at the community level. Health hazards affecting pregnant and breastfeeding mothers and women of reproductive age, and their children. Specific protection and safety issues for men and women, boys and girls. Projects should pay special attention to marginalized, vulnerable and disadvantaged groups, Indigenous Peoples and local communities.
ESS 7: Land tenure, displacement and resettlement	Women's lack of land titles and their involvement in informal work (e.g. invisible, undocumented and unpaid labour on family farms). Projects should ensure that women are adequately compensated in land redistribution plans, taking into account cultural, legal and gender-related limitations to women's access to land. If a project causes changes in the access to resources that are essential to households (e.g. for cooking, heating, family health purposes, etc.), it is important to ensure that women are adequately compensated. Women's limited access to opportunities for income generation (training, grants, scholarships, etc.).
ESS 8: Indigenous Peoples	Projects should take due account of the language barriers, discrimination and increased levels of poverty, food insecurity and malnutrition faced by Indigenous Peoples, as well as of the double discrimination of Indigenous women, based on their gender and ethnicity.
ESS 9: Cultural heritage	Projects should consider the different views of men and women, and their different opportunities to participate in income-generating opportunities, in cultural heritage projects. Recognition of the knowledge and capacities of men and women to participate in cultural heritage projects.

Source: authors' elaboration.

3.3. Country programming framework and country gender assessment

All projects must be designed and implemented within the context of the country programme framework (CPF) and developed on the basis of the country gender assessment (CGA), which must be completed to comply with the minimum standards of FAO's Policy on Gender Equality. The CGA is a specific analysis of the gender dimensions of the agriculture and rural development sectors. It explores existing gender relations and inequalities in the various subsectors of agriculture, and analyses their causes and impacts on the economic and social development of rural areas, food security and nutrition. The aim of the gender assessment is to explore the situation of rural women and men, and to understand the extent to which women are able to realize their rights. The assessment informs the identification of potential priority areas of work for FAO to assist Member

Nations, in line with the Organization's Policy on Gender Equality and its Strategic Framework. The CGA also informs gender-responsive planning and programming at country level, including the Country Programming Framework.

3.4. Gender analysis

Gender analysis needs to take place early in the planning process to ensure that an understanding of gender roles and power relations is built into the project. The analysis should shed light on the specific challenges and needs of men and women, within the analysis of the overall situation.

Gender analysis aims to understand the relationships between men and women, as well as their comparative access to resources and services, activities and constraints. A comprehensive gender analysis entails the examination of the different roles, rights, needs and opportunities of women and men in the context of a given project or programme, as a basis to address gender inequalities.

Annex 1 presents some key questions that should be addressed during the project identification and formulation phase. It is important to tailor these questions to the context of a given project or programme.

4. ESS 6 requirements

This section presents the requirements of ESS 6 that must be met throughout the project identification, formulation and implementation phases, and provides guidance to meet these requirements. It describes the tools and measures that may be used by project formulation teams and operational partners to implement the safeguard procedures required by the FESM.

4.1. General relevance of gender issues

Summary of requirements: *Women and men must be provided with equal opportunities to participate in and contribute to decision-making processes throughout the identification, design, implementation, monitoring and evaluation of programme or project activities. Each programme or project must be based on a solid understanding of the local sociocultural context, and a gender analysis must be conducted before or during project formulation and inception.*

Guidance: It is crucial to provide women and men with equal opportunities in terms of participation and decision-making throughout all project phases. For that, it is necessary to have a solid understanding of the local sociocultural context. In addition, a gender analysis must be conducted prior to or during project formulation. The findings of the gender analysis should be used during the formulation and implementation of projects to avoid or minimize risks of gender-based discrimination and GBV (including sexual exploitation and abuse), and adopt measures to avoid creating new or reinforcing existing inequalities.

All projects funded by the Global Environment Facility (GEF) and Green Climate Fund (GCF) are required to develop a specific gender action plan prior to approval. In addition, all projects for which the screening and/or assessment indicates a high level of gender risk require a separate gender action plan, which should include:

- specific actions, based on findings of vulnerabilities and protection risks, to close gender gaps, foster the equal involvement of men and women in decision-making and management, and strengthen women's socioeconomic empowerment;
- gender-sensitive indicators and realistic gender-responsive targets to measure results related to gender equality and demonstrate commitment towards priority areas for gender mainstreaming;
- specific resources for the implementation of gender-responsive activities, including a budget to meet the different needs for capacity development of men and women; and
- mechanisms to ensure the successful implementation of activities, including well-defined responsibilities and tools to monitor and evaluate gender-related activities, results and outcomes.

If gender risks are found to be moderate or low, specific gender-responsive measures can be incorporated into the environmental and social management plan (in case of moderate risk) or in the screening checklist (in case of low risk), instead of developing a separate gender action plan.

The priority is always to avoid the exacerbation of existing inequalities and protection issues. Where avoidance is not possible, effective mitigation measures should developed by local experts (i.e. local

gender and GBV experts), in consultation with the affected groups. While measures may differ according to each sociocultural context and to the identified risks, some examples include:

- **Potential discrimination against women or other groups based on gender**: promote the inclusive and active representation and engagement of these groups in the project and natural resource management committees, as well as in monitoring and decision-making processes, to ensure that their views on the impact of the activities are taken into account and their needs addressed. Ensure that project and partner teams are diverse, with different expertise and capacities, to support engagement with and inclusion of diverse stakeholders and ensure gender awareness.
- **Perpetuation of existing gender inequalities:** avoid or change activities that could perpetuate inequalities, based on the findings of the gender analysis. Ensure that stakeholders (including the most vulnerable and at-risk groups) can help inform the development of, and can access, the project's grievance redress mechanism.
- **Disadvantaged situation of women and girls (in terms of livelihood or rights to natural resources), including restrictions to their access to natural resources**: involve women and girls in participatory and bottom-up project planning that takes into account stakeholders' (land) rights and ensures a balance between development and conservation outcomes. Ensure that women are represented as natural resource users without treating them as a homogenous group, as there are often large disparities in the use of and dependence on natural resources between women themselves.

4.2. Gender-based violence

Summary of requirements: *GBV considerations should be integrated throughout the programme or project lifecycle. Practitioners should be aware of the context-specific links between GBV and food insecurity. Projects should exploit opportunities for FAO to not only prevent GBV, but also contribute to the protection of vulnerable individuals.*

FAO defines GBV as:

> harmful acts targeted towards men and women or groups of individuals based on gender. Such acts cause economic, psychological, physical and/or sexual harm and are deeply entrenched in gender inequality, power imbalances and harmful social norms (FAO, 2023, p. 17).

GBV includes physical, sexual and psychological abuse, coercion, denial of liberty and economic deprivation, including the denial of resources and services, in public or private spheres. GBV is rooted in unjust and unequal power relations and structures, and rigid social and cultural norms, and is pervasive and persistent in emergencies. Food insecurity, poverty, disasters, crises, conflicts and health outbreaks like Ebola and COVID-19 increase GBV prevalence by disrupting social structures at the state and community levels.

GBV has a devastating impact on agricultural productivity, food security and nutrition, and often results in negative coping strategies and reduced resilience in survivors.

GBV can systematically prevent certain groups from being able to participate in political, economic and social development. Neglect and discrimination can also impede those oppressed by gender inequality from accessing adequate food and nutrition, while studies have found poorer child health and nutrition outcomes within households affected by domestic violence. Food insecurity itself may

trigger domestic violence and lead to an increased risk of sexual exploitation, assault and child marriage as people put lives at risk for livelihood security.

The guiding principles for mainstreaming GBV protection in FAO's work are the following: **Understand the local sociocultural context and build on men and women's strengths and available assets:** take into account the local capacities, skills, knowledge and services and respect local cultures.

- **Safety, dignity and avoid causing harm**: prevent and minimize unintended negative effects of any intervention that can increase people's vulnerability and exposure to GBV risks, including risks of sexual exploitation and abuse.
- **Inclusive access:** pay attention to access issues (e.g. discrimination or stigma) preventing people in need, and women and girls in particular, from accessing aid, services and training.
- **Participation and empowerment:** inform both men and women about project objectives and ensure their equal engagement throughout the project cycle.
- **Coordination and partnerships:** promote and maintain strong and respectful partnerships with other sector specialists, in particular those with protection and GBV expertise, including GBV subclusters and other coordination bodies.
- **Accountability to affected populations** (FAO, 2013b): set up appropriate mechanisms through which FAO can measure the adequacy of interventions, ensure transparency and address the specific concerns and complaints of both men and women of different ages. Increase consultation and inclusion in the design, implementation and uptake of accessible grievance mechanism. Evidence indicates that without the active involvement of beneficiaries in the design of grievance redress mechanisms to identify preferences regarding language, complaint channels, etc., uptake will remain minimal.

For detailed guidance on integrating GBV concerns into the project cycle, practitioners should consult *Protection from GBV in food security and agricultural interventions: a guide for FAO and partner staff*.[3] *Guidelines for integrating gender-based violence interventions in humanitarian action* is another useful resource that specifically targets non-GBV specialists and non-specialized agencies.[4]

[3] **FAO.** 2022. *Practical guide on how to eliminate gender-based violence and protect rural communities through food security and agriculture interventions – Guidance for FAO staff and partners.* Second Edition. Rome. https://doi.org/10.4060/cc3347en

[4] **Inter-Agency Standing Committee.** 2015. *Guidelines for integrating gender-based violence interventions in humanitarian action*. New York, USA. https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf

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FAO. 2023. *The status of women in agrifood systems.* Rome. https://doi.org/10.4060/ cc5343en

Annex 1: Gender analysis – guiding questions

This template provides questions that should be addressed in the gender analysis during the project identification or formulation phase. It is based on the gender assessment and action plan template of the Global Climate Fund.

• What is the poverty rate, labour force participation rate, employment rate, unemployment rate, educational status, literacy level, political participation rate and life expectancy (all disaggregated by sex and age) in the country of intervention and/or the project/programme target area?
• What is the legal status of women in the country of intervention?
• What are commonly held beliefs, perceptions and stereotypes related to gender issues?
• What is the division of labour among women and men in the project/programme target area and/or the country of intervention?
• What is the participation of women and men in the formal/informal economy in the country of intervention or in the project/programme target area?
• What is the situation of women and men in the specific sector of intervention or in the project/programme target area?
• For the proposed project/programme, are there any anticipated differences in terms of men's and women's vulnerability and adaptive capacity to climate change? If so, what are these?
• What are some of the existing inequalities between different socioeconomic groups in the project/programme target area?
• What are the expected roles of women and men in the context of the project/programme? What will these entail in terms of time commitment and need for mobility?
• What resources (economic, financial, physical, natural, other assets) do women and men have access to? Who manages or controls the access to these resources?
• Do women and men from vulnerable and at-risk communities have equal access to information and opportunities to equally participate and benefit from the expected outcomes and results of the project/programme?

• Will the project/programme ensure that the services and technologies provided will be available and equally accessible to both women and men? Who decides which technologies to scale up? What are the gender implications of scaling-up?
• To what extent do women and men from vulnerable communities participate in decision-making processes? What type of decisions are made by women? What are the constrains (social, cultural, economic and political) that restrict women's engagement in decision-making processes at household and community levels?
• Are there any opportunities to promote women's leadership in local governance/political systems and formal/informal institutions? If not, what are the main constrains that hinder women from assuming leadership roles?
• What are the differential needs/priorities of women and men in the context of the project/programme? How will the project/programme be able to address these specific needs and priorities? If so, how?
• Have the needs of the most vulnerable and at-risk groups been taken into account by the project/programme (e.g. children, girls, women and men with disabilities, older people, widows)?
• What are the existing capacities of the men and women who will be targeted by the project/programme?
• What are the perceptions of men and women about the relevance of the project/programme?

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